

# **ABC's of LGBTQ+**

## **Back to Basics**

**Presented By:**  
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# BGC Consulting

Creating affirmative environments for LGBTQ+ people

Staff Development  
Policy & Procedures  
Facility Assessment  
Program Consultation

Educate | Support | Inspire  
the **ROMEYN** collective

[www.theromeyncollective.com](http://www.theromeyncollective.com)

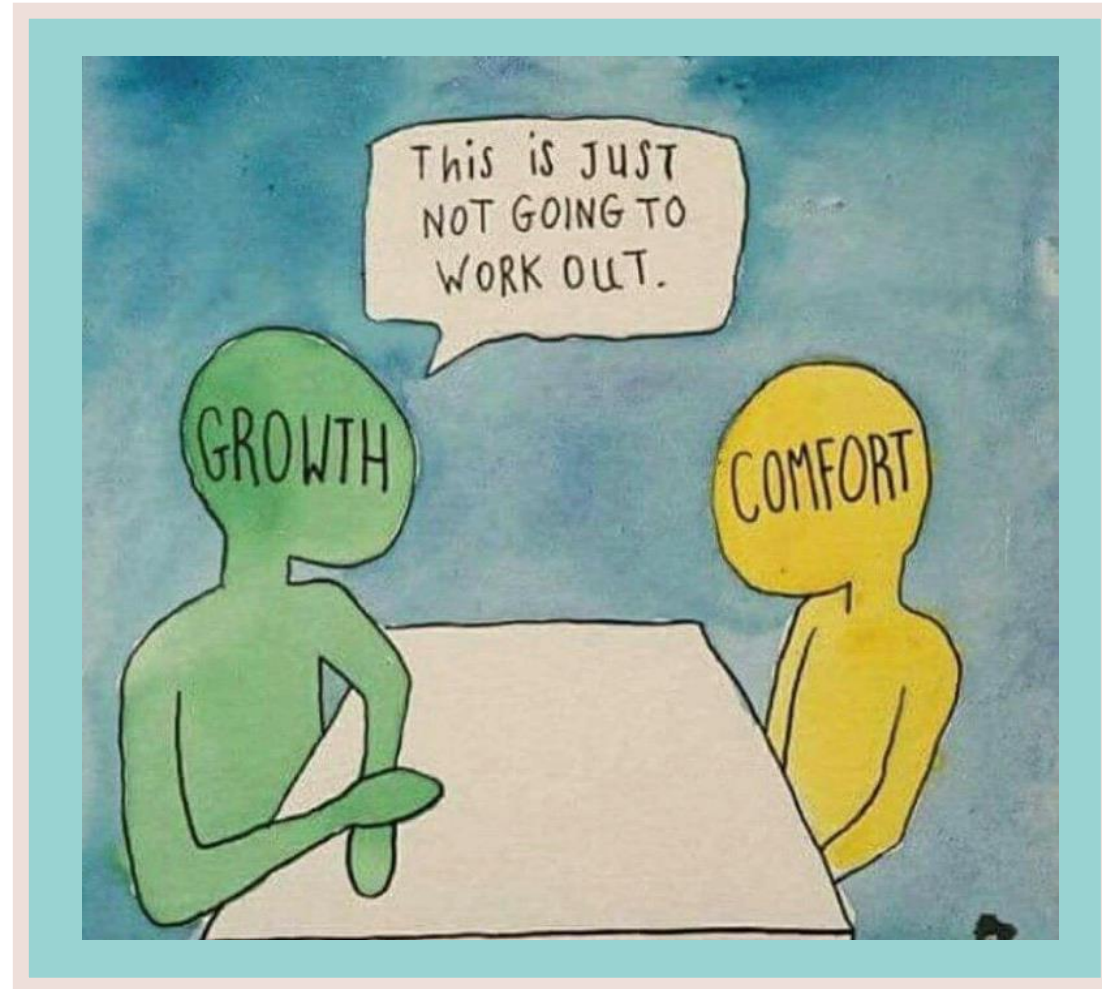
[www.bgcbridge.com](http://www.bgcbridge.com)

**BGC**  
CONSULTING  
—(•)—

# The Romeyn Collective

Holistic approach to addressing clinical and educational needs in a continuum of care for adolescents, young adults, and families

Post Secondary Support & Placement  
Case Coordination  
Therapeutic Placement  
Outreach  
Parent Skills Coaching



# **Tolerance vs Acceptance vs Affirmative**

Tolerance: You can be here “as long as...”

Acceptance: You can be here “even if...”

Affirmative: You can be here “because you are...”

# Pieces of a Foundation



Natal Sex  
Gender Identity  
Sexual Orientation  
Gender Expression  
Sexual Behavior



# Natal Sex



The sex a person is assigned at birth

# Natal Sex



Female  
Male  
Intersex



# Gender Identity



An individual's internal sense of being male, female, both, neither, or something else. Since gender identity is internal, one's gender identity is not necessarily visible to others

# Gender Identity



Woman  
Man  
Transgender  
Agender  
Bigender  
GenderQueer  
Trans Umbrella

# The Gendering of Facebook

- Male
- Female
- Agender Androgyne Androgynous Bigender Cis Cisgender Cis Female Cis Male Cis Man Cis Woman Cisgender Female Cisgender Male Female to Male FTM Gender Fluid Gender Nonconforming Gender Questioning Gender Variant Genderqueer Intersex Male to Female MTF Neither Neutrois Non-binary Other Pangender Trans Trans\* Trans Female Trans\* Female Trans Male Trans\* Male Trans Man Trans\* Man Trans Person Trans\* Person Trans Woman Trans\* Woman Transfeminine Transgender Transgender Female Transgender Male Transgender Man Transgender Person Transgender Woman Transmasculine Transsexual Transsexual Female Transsexual Male Transsexual Man Transsexual Person Transsexual Woman Two-Spirit

# Non Binary



Alok Vaid-Menon

Gender identity that is not defined within the male or female binary. It lies within or outside of it.

# Cisgender

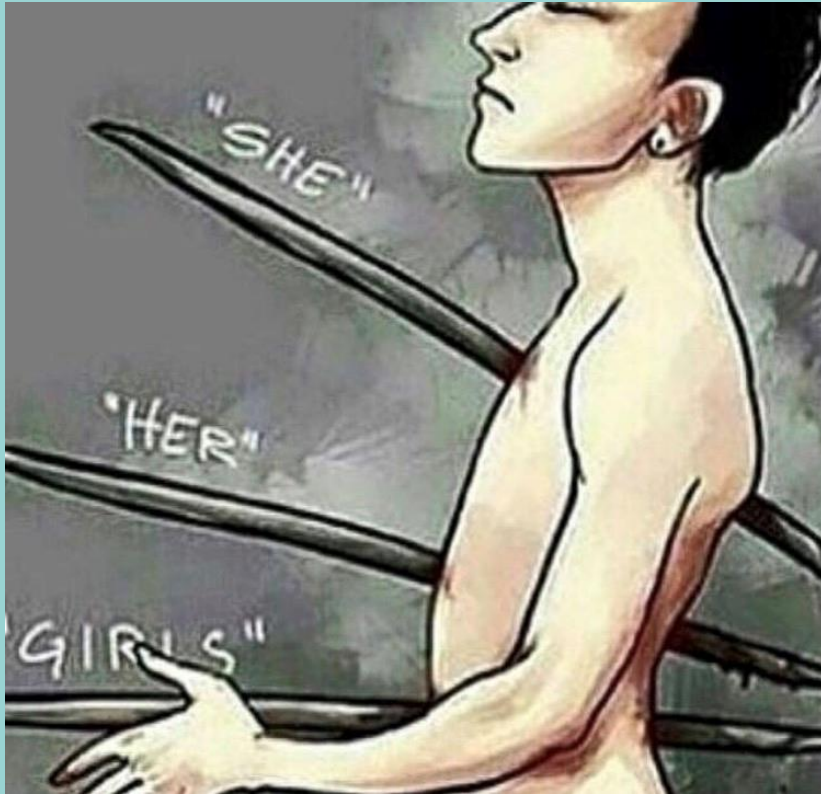


Cis- : Latin derived meaning 'On This Side'

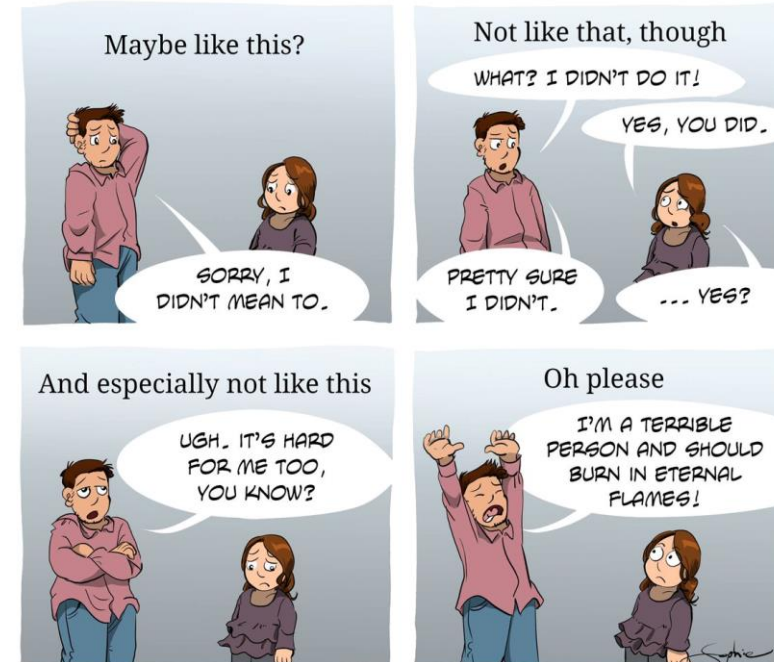
Cisgender: Someone who identifies their gender identity with the natal sex that they were assigned at birth



# Why Language Matters



## How to react when you misgender a trans person





# Is It Really About Bathrooms?



# Sexual Orientation



An individual's physical and/or emotional attraction to a partner with specific genders and/or sex

# Sexual Orientation



Lesbian  
Gay  
Bisexual  
Pansexual  
Asexual  
Demisexual  
Etc

# Queer

**Queer (adj.): attracted to people of many genders**

Although dominant culture tends to dictate that there are only two genders, gender is actually far more complex. *Queer* can be a label claimed by a person who is attracted to men, women, genderqueer people, and/or other gender nonconforming people.

**Queer (adj.): not fitting cultural norms around sexuality and/or gender identity/expression**

*Queer* can be a label claimed by a person who feels that they personally don't fit into dominant norms, due to their own gender identity/expression, their sexual practices, their relationship style, etc.

**Queer (adj.): non-heterosexual**

*Queer* is sometimes used as an umbrella term to refer to all people with non-heterosexual sexual orientations or all people who are marginalized on the basis of sexual orientation.

**Queer (adj.): transgressive, revolutionary, anti-assimilation, challenging of the status quo**

Many people claim the label *queer* as a badge of honor that has a radical, political edge.

# Gender Presentation



The way in which someone outwardly expresses themselves to the world



# Gender Presentation



Female  
Male  
Androgynous  
Agender  
Drag  
Non Conforming



# Sexual & Relational Behavior



How someone identifies their relationships with others. The practice in which one engages.

# Sexual & Relational Behavior



Homosexual  
Heterosexual  
Bisexual  
Polyamorous  
Celibacy  
MSM WSW

# intersectionality

/in-ter-**sek**-shuh-æ-lə-ti/ (noun)

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

# Heterosexual Privilege

- Your Orientation Is Naturalized from Birth
- You Don't Have to Come Out
- You Don't Have to Justify Your Identity or the Legitimacy of Your Orientation
- You Cannot Be Fired for Your Job Because of Your Sexual Orientation
- You Don't Have to Fear Violence Because of Your Orientation
- You Don't Have to Worry About Losing Your Family, Friends, or Financial Support as a Result of Revealing Your Sexuality
- You Have Ample (And Fairly Accurate) Media Representation
- You Can Talk About Your Partner and Your Love Life without Worrying About Accidentally Outing Yourself

# Cisgender Privilege

- Bathroom privilege
- Public Locker room/dressing room privilege
- Strangers not asking you about your genitals
- Strangers not asking you how you have sex
- Your validity as a man/woman/person does not depend on how well you “pass”
- People don’t ask what your “real” name is
- Your identity is not seen as a mental pathology
- Your gender will not be used against you in court if you were murdered. No Trans-panic defense

# Heteronormativity & Cisnormativity

- Walking into a space that is not made for you.
- All conversation is assumed & surrounding heterosexual and cisgender identities.
- The trauma of invisibility.
- LGBTQ people are more likely to NOT talk about themselves in treatment, and/or they do not feel heard.

## Homonormativity

- Addresses the problems of privilege we see in the queer community today as they intersect with White privilege, capitalism, sexism, transmisogyny, and cissexism, all of which end up leaving many people out of the movement toward greater sexual freedom and equality



# LGBTQ Community Stats

- 20-40% of the LGBTQ populations struggles with substance abuse. (compared to 9% of the general population)
- LGBTQ people are 200x more likely to use tobacco.
- LGBTQ individuals are 3x more likely to experience a mental health condition.

# Transgender Community Stats

- 40% of respondents have attempted suicide in their lifetime—nearly nine times the attempted suicide rate in the U.S. population (4.6%)
- 33% of those who saw a health care provider had at least one negative experience related to being transgender, such as being verbally harassed or refused treatment because of their gender identity.
- 23% of respondents reported that they did not seek the health care they needed in the year prior to completing the survey due to fear of being mistreated as a transgender person
- More than half (54%) experienced some form of intimate partner violence, including acts involving coercive control and physical harm.

# Reading Material

- ★ This is a Book for Parents of Gay Kids: K Owens
- ★ Flamingo Rampant Books: S Bear Bergman
- ★ Space at the Table: Brad and Drew Harper
- ★ Velvet Rage: Alan Downs
- ★ Ethical Slut: Janet Hardy
- ★ Straight Jacket: Matthew Todd
- ★ Lesbian Love Addiction: Lauren Costine
- ★ Lust, Men, and Meth; David Fawcett

# Reading Material

- ★ The Transgender Teen: Stephanie Brill
- ★ Becoming Nicole: Amy Ellis Nutt
- ★ Beyond Magenta: Susan Kuklin
- ★ Helping Your Transgender Teen: Irwin Krieger
- ★ Trans Ally Workbook: Dacey Sclasko
- ★ How to Understand Your Gender: Alex Iantaffi
- ★ New Gender Workbook: Kate Bornstein
- ★ You and Your Gender Identity: Dara Hoffman-Fox
- ★ Second Son: Ryan Sallans

# Connect

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